



REPLY TO
ATTENTION OF

AFZB-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Eagle Value Education Program (EVEP) Handbook

1. The *Eagle Value Education Program (EVEP) Handbook* is designed to serve as a leader's guide for implementation of the Eagle Value Education Program in the 101st Airborne Division and Fort Campbell. It is intended to be a single-source, comprehensive reference book that brings together all components of Fort Campbell's values-based training programs, delineate general guidance, and provide commanders and supervisors with the necessary tools to facilitate effective implementation at the lowest possible levels. I am convinced that leadership is the key to maximizing human potential through dignity and respect for all.
2. The Eagle Value Education Program (EVEP) Handbook is divided into three major sections that comprise the main components of the 101st Airborne Division (Air Assault) and Fort Campbell's Eagle Values Education Program.
 - a. Equal Opportunity (EO) and Prevention of Sexual Harassment (POSH) training: EO/POSH training is designed to provide equal opportunity and treatment for soldiers, civilian employees, and their families without regard to race, color, religion, gender, or national origin, and to provide an environment free from sexual harassment. Lesson plans on a variety of related subjects are included in the EO Training section of this handbook. Requirements for CO2 and EO/POSH training are exclusive. Training in one area cannot simultaneously count for training in another area.
 - b. Consideration of Others Program (CO2): The Army's Consideration of Others Program (CO2) is aimed at strengthening unit cohesion and respect for others at the lowest possible level. It is designed to facilitate open communication in a small group forum about topics that soldiers and civilian employees feel are important and relevant to their work environment and their ability to work as a team. Groups should be comprised of 10-15 individuals and facilitation is key. The Program's eight key areas (supported by eighteen lesson plans) are included in the CO2 Program section of this handbook.
 - c. Soldier Responsibility Training (SRT): Soldier Responsibility Training (SRT) is the final component of the EVEP and is managed by the Installation Chaplain through unit commanders and their Unit Ministry Teams. SRT translates our understanding of the basic values into goals for personal behavior in common everyday life. Commanders in concert with the unit chaplain select training topics.

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3. In accordance with AR 600-20, *Army Command Policy*, dated 15 July 99, paragraph 6-14 a. (2), "Leaders will conduct mandatory unit Equal Opportunity/Sexual Harassment training quarterly. As a minimum, two quarters will consist of Prevention of Sexual Harassment (POSH) training". Additionally, Consideration of others Training will be conducted quarterly. Finally, Soldier Responsibility Training is required at the commander's discretion. Each session will appear on the unit-training schedule and be formally documented through records including the name of the instructor/facilitator, date, time and duration of class, roster of attendees, and subject(s) discussed.
4. Commanders set the example, attend and participate in this critical training at your level. Topics and hours trained will be briefed during TCB's. Execute EVEP daily to build strong core values for the future of this great Division and our Army.



RICHARD A. CODY

**Major General
Commanding**

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